

# **EXHIBIT 10**

CAMR Turnover  
As of 8.11.03

HIERARC	ETHNIC	BAND	SEX	JOB	TERM	V/INV	TERM REASON	AGE	DATE OF BIRTH
HY ASSOCIATE	GROUP			TITLE	TERM DATE	CODE			
AMNG....A Kurjakovic, Vel	WHITE	H5	M	Market Inf	07/06/2003	CCH	0 Career Change^	49	02/23/1954
AMNK....A Castor, Mary E	WHITE	H5	F	Market Inf	09/05/2002	CCH	0 Career Change^	40	04/30/1963
AMNK....A Decker, William	WHITE	H6	M	Market Inf	06/08/2003	CCH	0 Career Change^	25	05/12/1978
AMNA....A Baker, Erin M	WHITE	H7	F	Executive	10/16/2002	TYP	0 Dissatisfied w/Type of Work^	29	08/19/1973
AMNK....A Richmond, Charles	WHITE	H5	M	Marketing	08/06/2002	INO	1 Involuntary - Other*	56	06/04/1947
AMNG....A Dykes, Steven M	WHITE	H5	M	Market Inf	05/04/2003	PER	0 Personal Reasons^	45	08/04/1958
AMNB....A Carver, Jill M	WHITE	H6	F	Market Inf	05/16/2003	REL	0 Relocation^	34	11/27/1968
AMNB....A Ordonez, Belia A	HISPANIC	H7	F	Intern	09/22/2002	RTS	0 Return to School^	24	03/18/1979
AMNG....A Kincaid, Steven R	WHITE	H5	M	Market Inf	06/13/2003	UNS	1 Unsatisfactory Performance*	50	07/19/1953
AMNG....A Schaffer, Herman C	WHITE	H4	M	Market Inf	01/31/2003	UNS	1 Unsatisfactory Performance*	64	12/06/1938
AMNG....A Fitch, Alan D	WHITE	H4	M	Market Inf	01/31/2003	UNS	1 Unsatisfactory Performance*	41	07/12/1962
AMNG....A Giudici, Craig R	WHITE	H5	M	Market Inf	01/31/2003	UNS	1 Unsatisfactory Performance*	37	09/15/1965
AMNG....A Maggs, Cynthia J	WHITE	H5	F	Market Inf	02/13/2003	VOT	0 Voluntary - Other^	35	12/02/1967
AMNG....A Feinberg, Louis M	WHITE	H5	M	Market Inf	06/15/2003	VOT	0 Voluntary - Other^	51	10/15/1951

## Legend

Involuntary/Unsatisfactory Performance

Voluntary Leave

% CAMR Turnover Breakdown (Past 12 mos.)  
-Not Hoshin